CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

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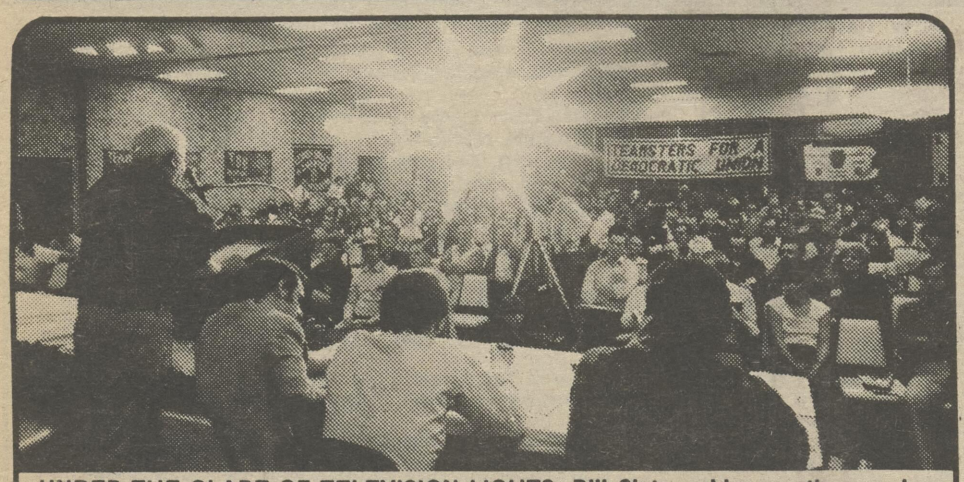

Convoy Dispatch photo by Jim West

UNDER THE GLARE OF TELEVISION LIGHTS, Bill Slater addresses the opening session of the Rank & File Convention.

"Corporate Interests' Man in Marble Palace"

What follows are excerpts from Bill Slater's speech to the TDU Convention. Bill is a carhauler in Local 315, in Contra Costa County, California.

Good morning. Several years ago at one of these gatherings I stated that the corporate interest had succeeded in placing their man in the White House. This year they succeeded in putting their man in the Marble Palace. They have succeeded in placing a millionaire at the head of the country's largest union. I am not sure who disgusts me more—Presser or those fools on the International Executive Board who appointed him.

Mr. Presser very recently attended the International Typographical Union Convention in San Francisco. He was there to present his reasons as to why they should join up with the IBT. He spoke in general terms, such as how the Teamsters take care of their own and how we respect other unions' picket lines; of how powerful the IBT is; of the generous pension plans and other health and welfare benefits; and of our tremendous clout in organizing and bargaining.

He made no mention of the scandal-laden Central States Pension Fund; he said nothing of our union's decline in membership from 2.2 million to 1.6 million; he failed to mention his and sixty-four other top officials' obscene salaries that total somewhere between ten and eleven million per year; he never mentioned the union's totalitarian rule from the top, or his own admiration for the use of Hitler-like tactics. While Hitler had his Dr. Goebbels to spread his racist doctrine, Presser has his Lyndon LaRouche and the U.S. Labor Party to spread his vicious lies and hate-filled propaganda. It is no secret as to how these lies are spread throughout the IBT's local union halls. Hitler had his brown-shirted bully boys and Presser has his white-shirted BLAST boys. One difference between Hitler and Presser is that Hitler at one time ran for an elective office—Presser, to my knowledge, has never been elected to any office.

I have to wonder if a millionaire like Presser, a man who is totally isolated from the real work-a-day world, if it is possible for him to relate to the terrible price that was paid to get the conditions that he seems bent on giving away, a price that not only gave us better wages and working conditions, but ironically and unfortunately, made him and too many others in our union, millionaires.

I wonder if he has ever felt that sick feeling of fear in the pit of his stomach as those people back in the thirties must have had when they came face to face with the establishment authority. I wonder if he can see in his mind's eye, men driven out of desperation to an all-out war against corporate America. Can he see the milling mass of humanity cursing and screaming with clubs flailing out at each other; does he see the street strewn with bodies, men crying out in pain; can he hear the sharp staccato crack of the police weapons; can he smell the acrid smoke of gun powder; does he see the striker fall; does he see a man's life flow into the gutter? My friends, I have a hard time convincing myself that Jackie Presser has the remotest idea of what rank and file unionism is all about. It seems to me that to Mr. Presser, brotherhood relates more to the Mafia than it does to our union's solidarity.

There may be some here today who

(continued on page 12)

UPS Drivers Say 'No' To Staggered Week

"When UPS sticks their foot in the door, they kick the whole wall down. It's time that we started saying that we've had enough."
—A Chicago UPS Feeder Driver

This fall, UPS stuck their foot in the door by instituting a "staggered work week" with no overtime for weekend railyard work. But Chicago feeder drivers are having none of it. In their third and largest meeting so far, on October 30, 200 Local 705 drivers met to make it clear to UPS that there was no way the company would get through the door with outright contract violations like the "staggered week."

The drivers responded quickly back in September when United Parcel initiated the staggered week. They organized a meeting of 40 drivers and elected a steering committee made up of feeder and package car drivers from centers all around Chicago.

They decided to write up a petition asking Local 705 to take action on the problem. Over 200 drivers signed the petition, but as one driver pointed out, "with our representatives, it goes in one ear and out the other."

Local 705 Sec.-Treas., Louis F. Peick, ignored the petition. Reportedly he supported UPS' request for the staggered week, claiming that it would create new union jobs.

Until now, most of the feeder runs affected by the staggered week were done primarily by other union companies like Willett Transportation. The work involved is transferring trailers from railyard to railyard. A small part of this work, maybe 10%, is contracted out to non-union companies. Peick reasoned that by giving the staggered week to UPS, union drivers at United Parcel could win the work away from the non-union companies.

But there are no guarantees. And the most likely outcome is that the concession of the staggered week to UPS will put tremendous pressure on other union drivers, like those at Willett, to give away their weekend overtime protection.

The drivers are also well aware that one concession to UPS can turn into a landslide.

Following the October 30th meeting over 250 drivers signed a grievance demanding an end to the staggered week and back pay for all the overtime lost. According to feeder driver and steering committee member Bob Persak the company "can't stand the unity" that has been created and may want to drop the whole issue.

If it isn't dropped the group is prepared to use further legal action if neccessary, and are also ready to file internal union charges as they were never allowed to vote on the change in accordance with the bylaws.

In the meantime they are not letting the unity sparked by this issue disappear. They have set their sights on some of the deeper problems in the local and at UPS. In January they plan to submit bylaws changes for elected stewards—a big step towards better representation. Through consultation with attorney Tom Geoghegan they have also drawn up plans for an employee fund that will be called Hourly Employees Legal Defense Help.

As feeder driver Matt Schreiner said at the last meeting, "When each of us leaves here today we have to make a choice—to stay apart or move ahead united." Chicago UPS Teamsters have clearly taken a big step towards this unity, towards better representation from the local, and towards decent working conditions at UPS.

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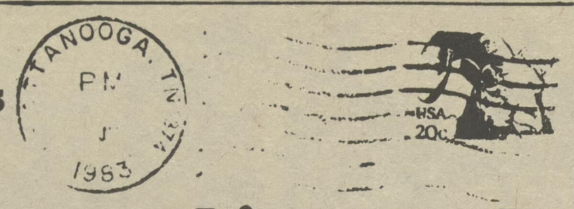
from:
the members



to: convoy-dispatch

Impressed By Convention

Dear TDU,

I was impressed with the Convention in October. It was very educational for me. I sure hope you keep up the mark of excellence for next year's convention.

I am going to spread the word and try to get as many people to come next year as possible.

I have only been in TDU for about four months and I am glad to see there are dedicated people in TDU all working for the same goal. That goal being the rank and file running the Teamsters Union and not an Executive Board dictatorship.

You have made me see the light at the end of the tunnel and I will do all in my power to help **us** meet this goal.

Fraternally,

Jay Perrine
Local 773
Allentown, PA

Anger Over Transcon Cuts

Dear TDU,

A few words about Transcon and their E.S.O.P. program (12% wage reduction). I am writing in respect to the animosity that has been created among the employees as a result of this plan.

I signed for this program as a matter of choice, and since I have many years ahead of me before retirement I feel that it will be beneficial for me. My concern is that I have seen longtime friendships cease because one man has signed and another declined.

This program was supposed to be by choice, but the pressure applied was something else.

To the ones who signed of their own free will, I congratulate. To the ones who did not sign, I congratulate. To the ones who signed and who are now sorry, my sympathy. To the ones who signed and did not have the backbone to refuse because of heat and who now criticize the non-signers, you are a sorry lot and you were not much of a friend to begin with. I'm glad we found you out.

Fraternally,

C.J.R.
California Teamster

There'll Always Be Need for TDU

Dear TDU,

I just finished a conversation with Rick Smith of your office about my recent dismissal from Ashland Chemical Co.

I let my TDU membership expire because I felt immune to the company's pressure. But they have clearly shown me that there will always be a need for TDU as long as our current leadership gives us no support. Twice in the past I have lost my job, but being educated by TDU gave me the knowledge on how to take on the company.

The fight has to go on across the nation until justice prevails and I will do all I can to support TDU and make it work. Enclosed you'll find a check for my membership. Also I would be gratified to read the next issue of **Convoy-Dispatch** with this letter as a message to others who have felt that their commitment to TDU is no longer needed.

Fraternally,

David Kresge
Local 773
Bethlehem, PA

Reader's Digest says...

"TDU has changed the union's climate of fear and despair."

"Meanwhile, an insurgent group, Teamsters for a Democratic Union (TDU), is taking aim at Presser. "He has never been elected to any post within the Teamsters by regular Teamsters who sweat," says TDU organizer Ken Paff. In six years the TDU has grown to 8,000 dues paying members in 50 chapters, with hundreds of thousands of supporters.

TDU members have won executive board elections in 30 locals in 17 states representing more than 125,000 Teamsters. They have forced many locals to change bylaws so that members can elect job stewards, business agents and negotiating committees, or they have won the right to vote on officers' salaries and expenses. TDU has helped change the union's climate of fear and despair. For the first time many rank and filers feel they may kick out the gangsters and pirates who have controlled the IBT for decades.

Why doesn't President Reagan woo **these** Teamsters?"

The above is reprinted from the article, "Jackie Presser: Teamster Boss in the Hoffa Tradition?," by Eugene Methvin, which appeared in the November, 1983 issue of **Reader's Digest**. Reprints of the article can be ordered from the TDU Office. The suggested donation is 10 copies for $1.00.

Convoy-Dispatch photo by Bob Gumpert

NEW TDU STEERING COMMITTEE: Front row (left to right) Emil Abate, Local 853, Oakland, Cal. (alternate); Mike Belzer, Local 705, Chicago; Cliff Coonley, Local 600, St. Louis, Mo.; Doug Allan, Local 208, Los Angeles; Mike Friedman, Local 407, Cleveland; Dominick Buscemi, Local 773, Allentown, Penn.; Maralee Smith, Local 142, Gary, Ind.; Bilal Chaka, Local 692, Long Beach, Cal.; Darcy Coddington, Local 70, Oakland, Cal.; Linda Gregg, Local 435, Denver, Col. Back row (left to right) Brian Elliot, Local 966, New York City (alternate); Kyle Ray, Local 413, Columbus, Ohio (alternate); Ken Paff, Local 407, Detroit; Jerry Gaimari, Local 404, Springfield, Mass.; Jim Wardell, Local 710, Galesburg, Ill.; Pete Camarata, Local 299, Detroit; Jerry Bliss, Local 337, Detroit; Charlie Helton, Local 515, Chattanooga, Tenn.

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1983 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:
Doug Allan, Local 208
Mike Belzer, Local 705
Pete Camarata, Local 299
Bilal Chaka, Local 692
Organizer:
Ken Paff, Local 407
Trustees:
Dominick Buscemi, Local 773
Mike Friedman, Local 407
Maralee Smith, Local 142
Jerry Bliss, Local 337
Darcy Coddington, Local 70
Cliff Coonley, Local 600
Jerry Gaimari, Local 404
Linda Gregg, Local 435
Charles Helton, Local 515
Jim Wardell, Local 710
Alternates:
Kyle Ray, Local 413
Emil Abate, Local 853
Brian Elliott, Local 966

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

MOVING?

Notify us of your new address or you will **not** receive your monthly **Convoy-Dispatch**. The paper is sent third class bulk mail and will **not** be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS.**

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NEWS FROM THE

WASHINGTON OFFICE

The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612–2000 P St., NW
Washington, D.C. 20036
(202) 785-3707

Legal Briefs

Rank & File Wins Election Discrimination Issue.

The U.S. Sixth Circuit Court of Appeals upheld the charges of TDUer Jerry Bliss in October that Local 337's officials used the local's newspaper, "Team 337," to promote the officials and attack Bliss. This constituted an illegal use of union funds for campaign purposes, the court ruled. The local was ordered to cease the practice, and to send out Bliss's literature with the October, 1983 issue. (See page 11 for article on election.) Attorney Barbara Harvey, who represented Bliss, said the precedent-setting decision went farther than others in this area of law have usually gone and was pleased with the potential impact on the rights of members.

TDU Steward Wins Reinstatement in Local 384.

On October 27, TDU activist Steve Dias won back his steward's job in an out-court-settlement of his lawsuit against Norristown, Penn. Local 384. Dias' BA, Jim Hill, ousted Dias from the elected steward's post last December for circulating petitions and for allegedly "soliciting grievances." With the help of attorneys Alice Ballard and Paul Levy, Dias sued Hill and Local 384, charging that his free speech rights under the Landrum-Griffin Act had been violated by the removal.

The settlement not only reinstated Dias, but provided that he would be eligible to run in any subsequent elections. It also pledged Local 384 not to remove any steward from office for exercising his or her Title I rights. The local did not have to admit guilt as part of the settlement, but it was still a clear victory for Dias and for his democratic rights.

Steve was not re-elected in the new stewards vote on October 31, and Hill also lied to the other employees at the Thrift-Rack Warehouse about the reasons for the settlement. But Steve said: "I do have satisfaction in that I did win my rights back and showed people that it can be done. This was important because it opened a lot of eyes as to the type of people we're dealing with in Local 384." In fact, Hill and three other incumbent officers were defeated in the Local's election on November 2. More details in the next issue.

ABF Road Drivers Pre-Trip Pay Ruling.

Some time back **CD** reported on the U.S. Supreme Court decision in the **Barrentine v. ABF** case in which the Court ruled that the union grievance procedure could not waive a members' right to be paid for time working, under the Fair Labor Standards Act. The case then went back to the U.S. District Court for determination. The District Court has now ruled that the drivers are entitled to be paid at least the minimum wage for time spent on pre-trip inspections since they constitute an indispensable part of the driver's duties. ABF has appealed this decision now, so the issue is still held up. Another case of a TDU member fighting for the rights of thousands of Teamsters.

TDU Victory in Local 710 Lawsuit.

The officers of Local 710 filed suit against TDU and rank and file candidates early this year for the "crime" of challenging the votes of retired members in the local's election last year. (The IBT Constitution bans voting by retirees). Local 710 has now dropped the lawsuit. The TDU members are now asking the court to require the plaintiffs to pay the members' attorney fees and expenses because the lawsuit was brought in "bad faith" and was "frivolous, vexatious, oppressive and without a reasonable basis."

Victory for Rights in Tampa Local 79.

The U.S. District Court issued a preliminary injunction requiring Tampa, Fla. Local 79 to allow opposition candidates to distribute campaign literature on union property. TDUers initiated the action.

United Parcel Service Fails at U.S. Supreme Court.

The U.S. Supreme Court has let stand a Court of Appeals decision which held that the NLRB did not have to defer to a grievance decision upholding the discharge of Robert Bowlds. Bowlds, a Kentucky shop steward, had been fired after he complained about lack of rest breaks, distributed PROD materials and filed a law suit against UPS. Other issues in the case are currently before the Court of Appeals and if sucessful should result in Bowlds reinstatement with back pay.

Drivers Meet, Plan Action on Safety Issues

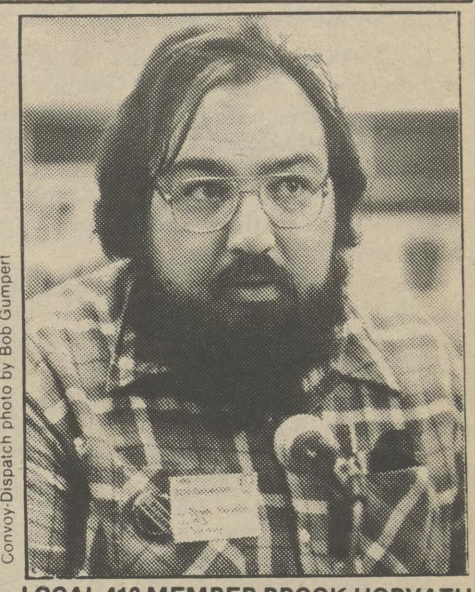
It's 2:00 a.m., you've got a hot load, and you haven't slept in over 20 hours and your dozing at the wheel. Suddenly you're startled as the rig drops onto the shoulder of the highway.

Drivers that are lucky enough to survive this often repeated event will tell you that the experience places an unbelievable strain on the body. As one driver put it, "Man, your system is wired" after that happens.

At the mid-October Rank & File Convention, more than 40 safety activists attending the truck safety workshop swapped stories, discussed the causes of fatigue and focused on strategy for the future.

Columbus, Ohio driver Brook Horvath contends that companies will work one driver 70 hours rather than hire two drivers.

The union should be fighting against "mandatory forced overtime" rather than talking in terms of concessions.



Convoy-Dispatch photo by Bob Gumpert

LOCAL 413 MEMBER BROOK HORVATH spoke about the need to end "mandatory forced overtime" for drivers.

This would create thousands of jobs. Horvath and other Columbus drivers reported on their efforts circulating petitions, filing grievances and contacting the news media to stop the 70 hour work week.

The drivers present recognize that the current system is entrenched and will be difficult to change. They all pledged to fight for that goal, however.

Congress Considering Major Pension Reform Legislation

By Karen Friedman
Pension Rights Center

Progressive pension legislation is on the fast track and Congressional contacts say it may be passed soon.

Sen. Edward Kennedy (D-Mass.) and Rep. Geraldine Ferraro (D-N.Y.) are about to introduce the Vesting, Integration and Portability (VIP) bill, which would reduce "vesting" requirements to five years. Now, most plans require employees to work ten years before being eligible for a pension.

Another bill, the Retirement Equity Act, is already pending in both houses of Congress. If passed, it will significantly improve the payment of pensions to women working inside or outside the home.

The House version of the Act would insure that a person who works at a company at least ten years would have the right to provide widows (or widowers) benefits no matter at what age they die. Under present law, companies do not have to provide survivors' benefits to spouses of workers who die before early retirement, which is usually age 55.

Both the House and Senate versions insure that workers cannot sign away survivors' benefits without the spouse's consent. Under current law, workers can opt out of survivor's benefits if they want to get higher benefits while they live. Many workers take the gamble that they will live as long as their spouses—often a bad bet since women have a longer life expectancy than men—and sign away their spouses' future retirement security.

The Western Conference of Teamsters Pension Fund oppposes these changes in the law. In testimony submitted to the Congress, the Western Conference Pension Fund says that pension benefits before early retirement age would be "costly and unnecessary perceived improvement" better taken care of by life insurance.

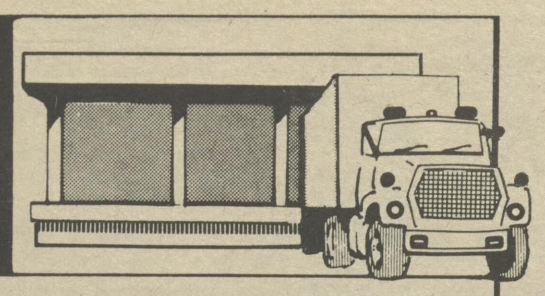
But Karen Ferguson of the Pension Rights Center in Washington, D.C. disagreed with the Teamster testimony. She said that life insurance was never intended to serve as retirement income and is usually only sufficient to carry a person through the initial period after a spouse's death. Survivors need both life insurance and a pension.

The Teamsters also said that they "generally require" the consent of the wife before the worker can sign away his wife's death benefits. But the fund claims that there are problems with legally requiring such consent, for instance in a case where "the spouse can't be located."

Ferguson said she was baffled by this argument. "How many husbands do you know who can't find their wives?" she asked.

(The Pension Rights Center publishes the **Guide to Understanding Your Pension Plan,** available from the Center at 1346 Connecticut Ave., N.W. Room 1019, Washington, D.C., 20036, for $2.50. The guide clearly explains complicated pension issues.)

Freight Lines



Still No Bids for Fremont, Ind. CF Drivers.

Local 414 in Ft. Wayne, Ind. continues in its failure to do a damn thing for the drivers at Consolidated Freightways' terminal in Fremont, Ind. Most recently, a driver filed a grievance under Article 43, Sec. 2 of the Central States Over-the-Road agreement to get the company to post additional bid runs. Presently, only 36 of some 130 drivers have any bids at all, and these do not have a regular start time or destination. They guarantee only that a driver will run on a certain day to one of six other CF breakbulks. These drivers still must babysit the phone.

The company has numerous regular runs to terminals in Michigan, plus a regular run to Nashville. A recent change of operations led to bidding of the Nashville run at CF's Peru, Ill. and Akron terminals, but not in Fremont. The "Black Book" interpretation of Art. 43, Sec. 2 clearly states that "where the volume of freight between two given points is sufficiently regular and substantial over an extended period, one or more bid runs are in order."

But all this evidence wasn't good enough for Local 414 Sec.-Treas. Freeman Busche, a company man if ever there was one. The Local 414 grievance panel appointed a special committee to investigate the bids situation, made up of one company and one union representative, when the grievance was filed last summer. The committee recently reported that no adjustment in the number of bids was required. So the CF drivers in Fremont will remain slaves to the telephone, subject to some of the worst road driver conditions anywhere in the country. And Freeman Busche continues his reputation as one of the most do-nothing officials anywhere as well.

Double Breasted Operations Still Unchecked.

The trend of major carriers setting up non-union divisions continues. See, for example, the article on page 5 about how **Branch Motor** is using this tactic to get rid of union drivers and office workers alike. Grievances have gone to the national grievance committee, chaired for the union by Jackie Presser, on **Con Way. Con Way West** and **Con Way Central** are non-union carriers operated by CF. No reported action on this Article 32 grievance yet.

Six locals in California have filed a grievance against **Peters Truck Line** based on Article 1, Section 3, for operating a non-union carrier in Oregon. They lost an earlier Article 32 grievance when the union-management committee ruled that Article 32 only covered cases where the operations were "parallel" (operating in the same area). Peters operates a union operation in California and a non-union one in Oregon.

This move is a dangerous narrowing of the application of Article 32, which is our only protection against double-breasting. By saying that only "parallel" operations are prohibited, the panel opens the door for companies to expand their operations, under new names, without having to abide by the union contract.

JAC Gives Up Air Conditioning.

This past summer the Central Conference Joint Area Committee (grievance panel) heard a grievance from a number of Hi-Way Dispatch drivers who charged that the company wasn't complying with Article 16 of the Iron and Steel and Truckload Rider. Article 16, Sec. 6 of the NMFA covers air conditioners and other equipment requirements.

Remarkably, the JAC ruled that drivers under the Truckload Rider are not covered by this clause! In other words, drivers pulling LTL in the trailer need air conditioning but those with solid loads do not. Of course,, both are covered by the exact same language in Article 16. The Truckload Rider begins with Article 40, but Article 16 is the same nationally. With representation like this from our appointed JAC union men, we can get some idea of why the majority of truckload has gone non-union.

Roadway Profits Up.

Roadway Services, parent firm of Roadway Express, reported a 24% increase in their third quarter profits as compared to the same period in 1982. These revenues bring their total 1983 revenue increase to 31% as compared to the first 3 quarters of 1982.

The third quarter report on Roadway reflects the recovery trend which large LTL carriers are currently enjoying. Other large carriers whose profits are up compared to the first 3 quarters of '82 include: Consolidated Freight (up 18%), Preston (up 30%), Carolina Freight (up 153%) and Yellow Freight System (up a whopping 265%).

IML Workers Organizing.

IML Concerned Employees, Inc. was formed in St. Louis by some 20 IML employees, who want to insure they have maximum protection of their rights as employees and as creditors involved with the bankrupt carrier. Attorney Chris Holthaus represents the corporation they formed. IML employees interested in contacting them can do so through the TDU office.

Office Workers Fight Branch Scab Moves

Jackie Presser has made a lot of noise about how the union is going to organize new sectors of the workforce, like clerical employees. But if the fate of 10 union office employees at Branch's Special Commodities Division in Reading, Penn. is any indication, then Presser's plan is probably as hollow as his commitment to enforcing contracts in the freight industry.

On October 14, Branch Motor Express closed its Reading, Penn. office, fired the 10 union office workers, and moved the work to their non-union, Charlotte, N.C. office. The company said it was for financial reasons, but fired Local 429 members disagree. In a letter to the local newspaper they stated that the move was a first step "toward breaking the union within Branch Motor Express."

While employees had suspected the move was coming for over two years, their local officials claimed as late as last spring that there "was nothing to worry about." Their suspicions grew during the last week before the closing when the union allowed the company to hold back on its pension and welfare fund payments, and secret meetings among management increased. On October 14—just four hours before the office closed its doors for the last time—management gave the official word.

Determined not to give up without a fight, the women organized a picket line the following day. The press coverage of the picket line brought phone calls into the local union hall from as far away as Connecticut, and caused many brokers to cancel their loads fearing that the company was closing for good.

The President of the Special Commodities Division called in the police to "prevent trouble" and reportedly also had them patrol his house because he feared for his wife's safety!

The women also filed a grievance, arguing that the change of operations was not negotiated, and demanding severance pay if the move was upheld. They are covered by the Central Pennsylvania Mechanics and Office Employees contract. In the grievance they cited a number of articles, including two on subcontracting of work and one on change of operations.

Lack of Knowledge and Experience

Apparently no drivers lost their jobs through this change, and they are now dispatched and paid out of the non-union office in Charlotte. According to one of the fired members the work at that office is going far from smoothly. They transferred the office supplies and files, but not the knowledge and experience of the fired workers. Brokers are not getting paid in full, so they are now over-advancing, or demanding as much as possible up front.

The local union's first reaction to the closing was to throw up its hands and claim that it wasn't their "problem." Now, however, it appears that some of the officials are doing what they can for the fired women, though the outcome remains unclear. The hearing on the grievance has been postponed until December 6, and most of the women have started looking for other jobs. According to TDU member Diane Rohrbach, however, they feel good that they have done what they can to prevent this anti-union move.

If this is the attitude the union is going to take, it will be awfully tough to persuade clerical and other non-drivers to join the union. It also foreshadows an even sadder day in the future of the union at Branch. The company has gotten the green light to shift its assets and work to the non-union divisions. How long will it be before all Branch Employees get their four-hour notice?

Hylek Resigns, as Legal Pressure on Local 251 Officials Keeps Growing

On Monday, October 4, Alexander J. Hylek, who had been an official of Teamsters Local 251 in East Providence, R.I. for 43 years, announced that he would not seek re-election as its secretary-treasurer.

Hylek was one of nine officials of the New England Teamsters Pension Fund who signed a consent order in U.S. District Court in Boston on August 3 agreeing to repay the fund $205,000 for violation of ERISA regulations. The consent decree settled a federal lawsuit charging that the officials had permitted a Fund investment adviser to collect more than $1 million in illegal real estate commissions on sales of property by the Fund.

Also pending is a $23 million lawsuit against the local brought by 25 members formerly employed by the M.A. Gammino Construction Co. They lost their jobs in 1981 when Gammino went into Chapter 11 and the union and their new business agent, John Amaral, failed to negotiate seniority rights protections with the new owners.

Union lawyers have on three occasions unsuccessfully tried to have the suit dismissed. There are currently seven cases listed on the docket ahead of this suit in Federal Court. The case should be heard before the end of the year. One of Hylek's duties is to audit the contract, which is part of the lawsuit.

Yet another lawsuit against Local 251 was filed on October 21, charging that Pres. Amaral and Sec.-Treas. Hylek "breached their fiduciary duty" to the membership and spent union money "arbitrarily and capriciously." The suit arose after it was revealed that Local 251 operated at a loss in February, 1983, primarily because it purchased five brand new Cadillacs for the business agents. The union's treasury declined by $60,000 in 1981-82, according to the LM-2 report.

With two lawsuits pending, could it be that Hylek's resignation is just another case of one step ahead of the courts?

CF Dockworkers Stick Together, Beat Firings at Cal Breakbulk

By Gerald Paradee
Rio Linda CF Dock Steward
Local 150, Sacramento, Cal.

The dockworkers at Consolidated Freightway's Rio Linda breakbulk terminal outside of Sacramento, Cal., have been learning some good lessons in union solidarity, while teaching CF a thing or two at the same time.

The large-scale changes of operations implemented by CF in the West over the last few years have brought workers from all over to the Rio Linda terminal. The company has been piling on the overtime and hiring casuals left and right to avoid having to honor the reinstatement rights of workers who lost their jobs at other terminals.

On Saturday, October 29, all of the workers on the 8 a.m. to 6 p.m. dock shift were told that they would have to work overtime. When the majority of the shift, 13 workers, refused to work past their 10 hours, freight operations manager Jeff Johnson responded by firing all of them on the spot. He cited language in the Western Area Pickup and Delivery Agreement, which says that two hours overtime can be required after an **8-hour day**.

Not only is Johnson's arithmetic poor, but if he had bothered to check he would have learned that these men were not even covered by that agreement! They are covered by the Western States Breakbulk Agreement!

The 13 workers, about half of whom were TDU members, knew that they were on solid ground and they stuck together. It only took a day for the company to figure it out and reduce their firings to warning letters, which are being grieved.

Some of these men have over 20 years here without a blemish and we have always had good respect and pride about working at Consolidated. We just don't understand this childish behavior on the part of the company. Jeff Johnson's little tantrum cost the company a lot of lost wages.

The workers at the Rio Linda terminal have a hard enough time working 10 hours a day, and they are going to resist every effort to pile on more work just so that CF can avoid reinstating more workers from other areas.

The Rio Linda workers are not going it alone, however. On October 29, the same day that these workers were fired, other Rio Linda workers were meeting with members from throughout Local 150 to establish a Sacramento TDU Chapter.

This chapter is off to a good start, with participation from freight, UPS, and other industries within the local. They have planned a general meeting for Saturday, December 3, at 9:30 a.m. The meeting will take place at Torey's Restaurant, 1638 W. Capitol Ave., West Sacramento, and all Sacramento area rank and file Teamsters and their spouses are urged to attend.

Rank & File Challenge in Local 601

For the first time ever in Local 601 in Stockton, Cal., officials of this major cannery local are going to have to fight for their jobs, and prove to the members that they deserve their $80,000-plus salaries.

In the last election only 700 out of 12,000 members voted. This is the situation members are working to change this time.

For the last three years, they have worked together to build the Local 601 chapter of TDU. In this election, instead of two or three individuals running against a slate of incumbents, TDU worked with other activists in the local to form the Rank & File Slate, including workers from a variety of other plants and running on a clear platform for change.

They have pledged to work hard to slash the outrageous salaries, get better protection from plant closings, end favoritism and discrimination, promote bilingualism in the union and on the job, and to improve the organizing and contract enforcement efforts of the local.

Because Local 601 is a seasonal local which has its election during the off-season, the Rank & File Slate must take its campaign to the laid-off workers in the communities. The movement is growing. On November 13, some 85 members met at St. Anne's Church in Lodi, bringing in new people from additional plants and canneries to the campaign.

As Lucio Reyes, the Rank & File Slate presidential candidate, put it: "Whether we win or lose, for the first time our officials will have to defend their records to the members. They know that from here on out, their jobs will be on the line."

Management Goes Wild as Roadway/UPS Style 'Harassment Disease' Hits Cincinnati McLean

The "Roadway/UPS Disease" of arbitrary and inhumane production harassment is spreading with a vengeance, most recently to McLean's Cincinnati breakbulk terminal.

On Friday, October 28, McLean management in Cincy flipped out, concocting an imaginary "work stoppage" and bringing in 30 supervisors—including foremen and operations managers who were off duty—to harass the employees. The company even stationed an armed guard in the parking lot, allegedly to protect management's cars.

Two and three supervisors at a time stood behind trailers, watching every move the dockmen would make, and threatening to issue letters for such "crimes" as dropping a box. The first casualty of the new production harassment was a laid off road driver who was working on the dock. He was suspended for 30 days for "failure to follow instructions" (where have we heard that before?) because the company claimed he wasn't properly unloading the trailer.

Over the next few days, other employees were fired or suspended for such trumped up reasons as 1) going to the bathroom, 2) "failure to follow instructions," 3) "leading a work slowdown" (nonexistent), and 4) going home sick.

On November 2, the cases of the four disciplined workers were heard, and five Local 100 BAs backed up the members 100%. Three of the four were immediately put back to work, but the question of their backpay and the other dismissal were left to be settled at a hearing on November 11.

At that hearing, the case of the fired worker was deadlocked to Columbus. But he was awarded backpay from the time of his firing until the November 2 hearing—the panel ruled he shouldn't have been taken out of service without a hearing. And the other three reinstated employees were awarded full backpay, a sum of over $300 apiece.

The recent events at Cincinnati McLean's indicate that tactics pioneered over the last few years by Roadway and UPS are steadily being adopted by other trucking employers. In fact, a management memo detailing McLean's new approach to production counselling was found in early November, and it is very similar to forms used by Roadway Express. Among the possible employee errors listed are "talking in work area," "outside assigned work area," "carts not full," "thumbing freight bills," and "not taking direct route across the dock."

The union must develop an approach to stopping this kind of production harassment to keep freight Teamsters from being turned into robots. Because if one thing is certain, it's that McLean will not be the last imitator of the two harassment leaders, Roadway and UPS.

In another McLean matter, Cincinnati employees are fighting the illegal imposition of a flex work week without a vote. The case, filed by steward Dave Warner and others, including TDU members, is now in federal court. It jumped one hurdle when a judge ruled against preliminary motions by the company and the Ohio Conference to have the suit thrown out, and the case will come to trial.

No Trusteeship

The International ruled on October 27 that Local 100 should not be placed into trusteeship. In his letter announcing the decision, Gen. Pres. Jackie Presser said the panel which conducted the trusteeship hearing on September 14 "was especially impressed by the number of rank and file members of the Local Union who appeared and testified that it was their opinion that trusteeship should not be imposed at this time." Some 400 members showed up at the meeting, and spoke out strongly against trusteeship. The regularly scheduled election of officers will thus be held in December.

TDUer Protects Stewards' Dues

TDU chapter leader Larry Duenhoft, who works for Ohio Cartage, recently won a victory on internal union charges which ensures the rights of Local 100 stewards to have their dues paid by the local. The local's Executive Board reversed this long standing practice last March 30. Duenhoft filed internal union charges against the move. On August 3, Joint Council 26 upheld Duenhoft's charges, and ordered Local 100 to pay the stewards' dues retroactively.

Give Yourself a Christmas Present

How would you like this for Christmas — an honest, democratic Union, a strong Union? One that stands for the members, even when it means a fight with the employers.

Sound good?

If we could give it to you, we would. But we can't. Only **you** can make this Christmas wish come true, by joining with thousands of other Teamsters who are standing up for Unionism by joining TDU.

Name_____ Local Union _____

Address _____

City_____ State/Prov._____ Zip_____

Phone_____ Company_____

City☐ Road☐ Dock☐ Clerical☐ Warehouse☐
Construction☐ Production☐ Other _____

☐ $25 membership fee—for one year's membership & subscription to **CONVOY DISPATCH.**
☐ $60 three year membership fee. ($10 of this shall be rebated to the local chapter.)
☐ $15 annual dues for spouses, retirees, and Teamsters who gross less than $12,000 a year.

Join TDU!

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

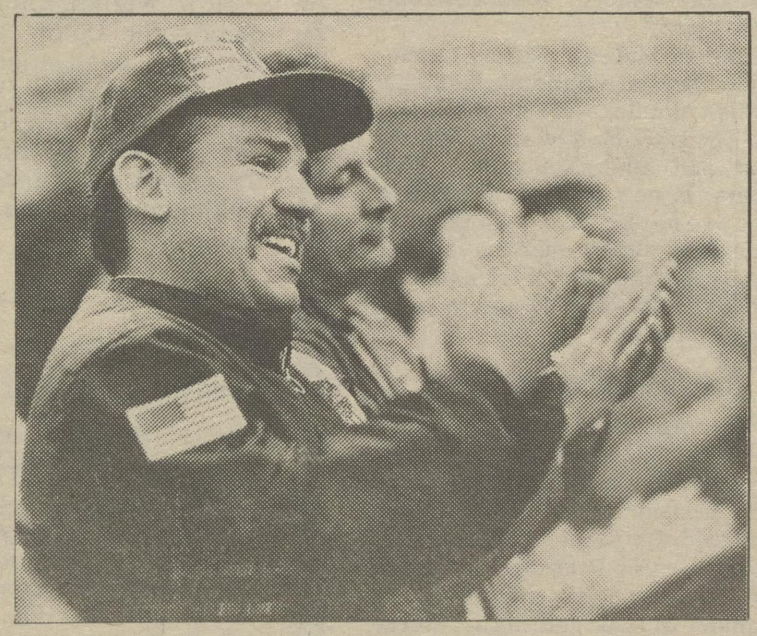
(TDU membership is kept confidential from employers and union officials.)

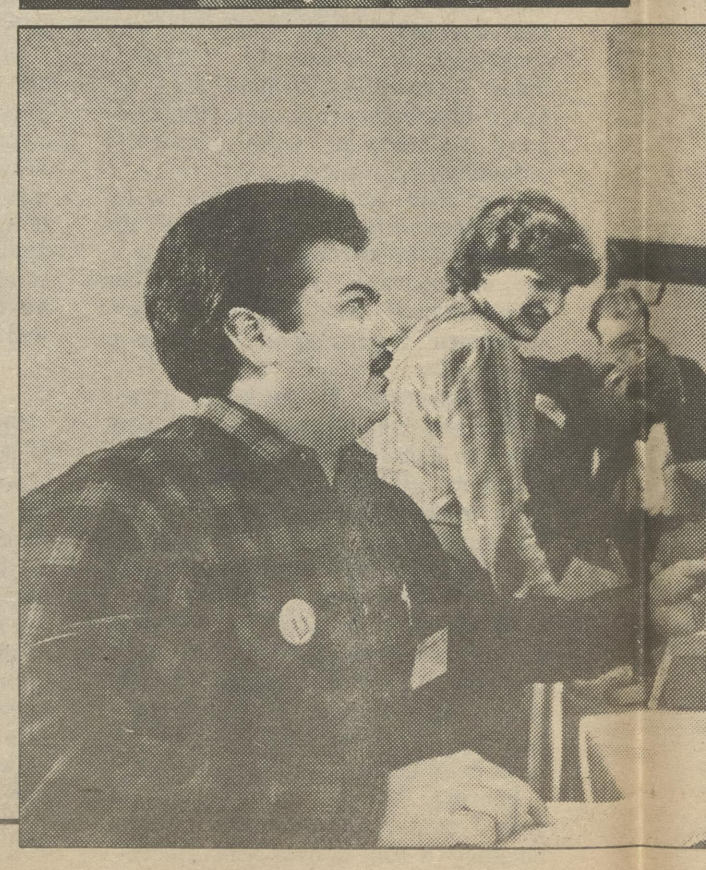
Dump Presser —

1983 TDU Convention

A DEMOCRATIC CONVENTION: The Rank & File Convention is a model of how a union should be run, with open debate and everyone guaranteed the right to vote. Above left, members vote on Constitutional Amendments during Saturday's business session. Above right, Local 29 member Don Landes from Staunton, Va. (left) and Local 705 member Archie Cook from Chicago cast their ballots for the new TDU Steering Committee. In photo at top center, Archie speaks out from the floor of the Convention about the situation facing Chicago rank and filers during the opening session on Saturday.

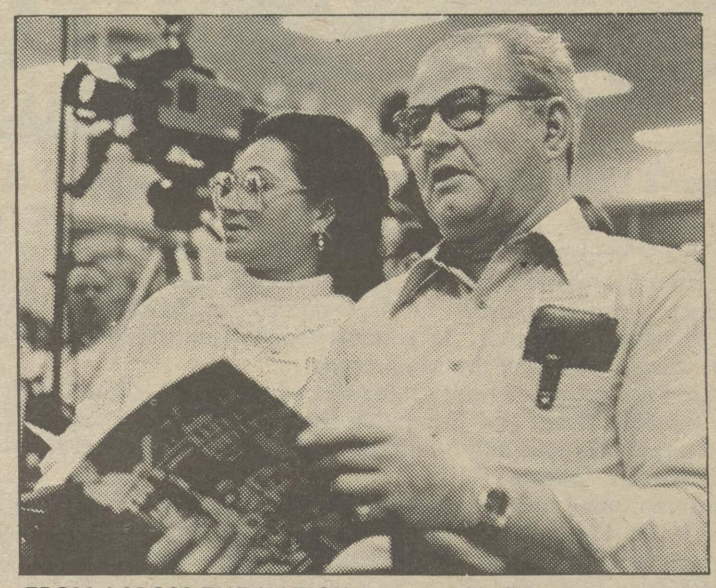
A CHANCE TO EXCHANGE EXPERIENCES AND LEARN NEW SKILLS: Educational workshops are one of the highlights of the Rank & File Convention. Above, wives of Teamsters discuss their common problems in the Wives Workshop. In all there were 18 different workshops, ranging in subject matter from "Using the Grievance Procedure" and "Your Legal Rights as a Teamster" to "Building TDU Chapters" and "Labor History."





A TIME TO WORK AND A TIME FOR FUN: Above, Eddie Hernandez of Local 707 in New York city shows that the Convention is not all business. At left, John Carr of Nashville Local 480 makes a point during the freight jurisdictional meeting. And at right, Steve Dias of Norristown, Pa. Local 384 welcomes Sam Duncan of Birmingham Local 612 at registration.

— Save Our Union

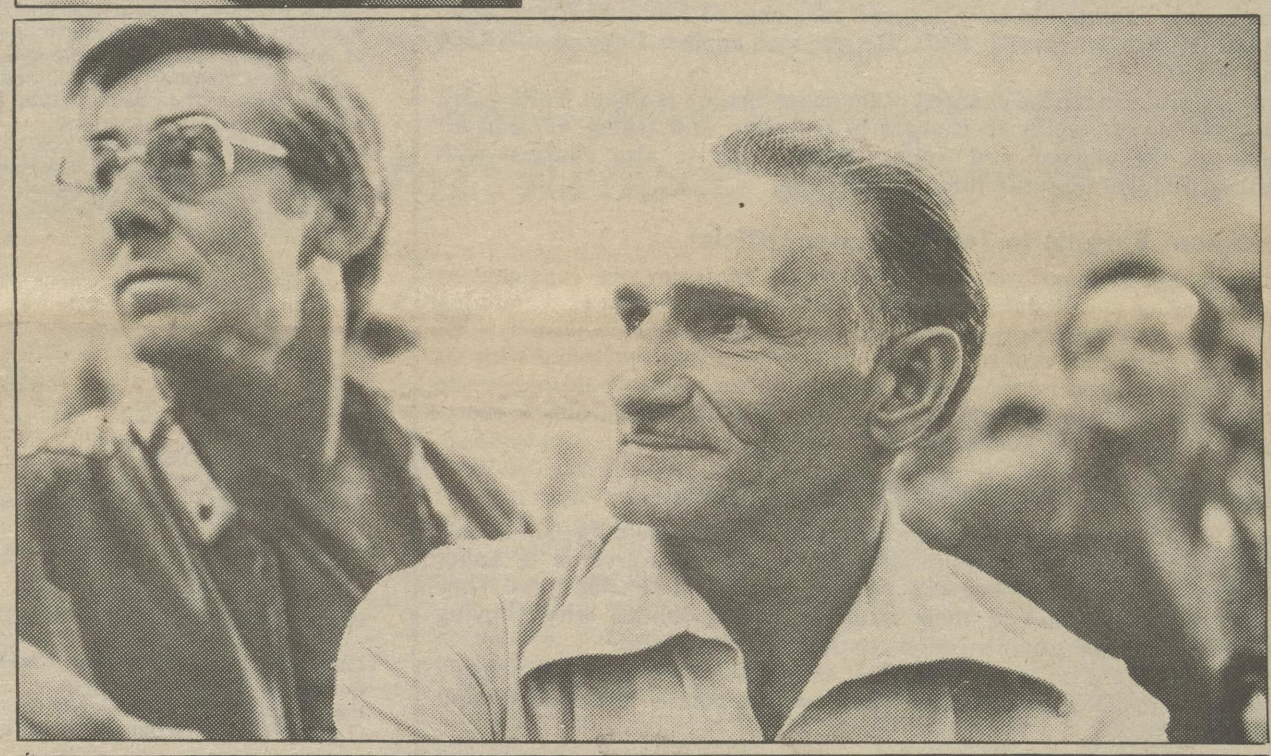


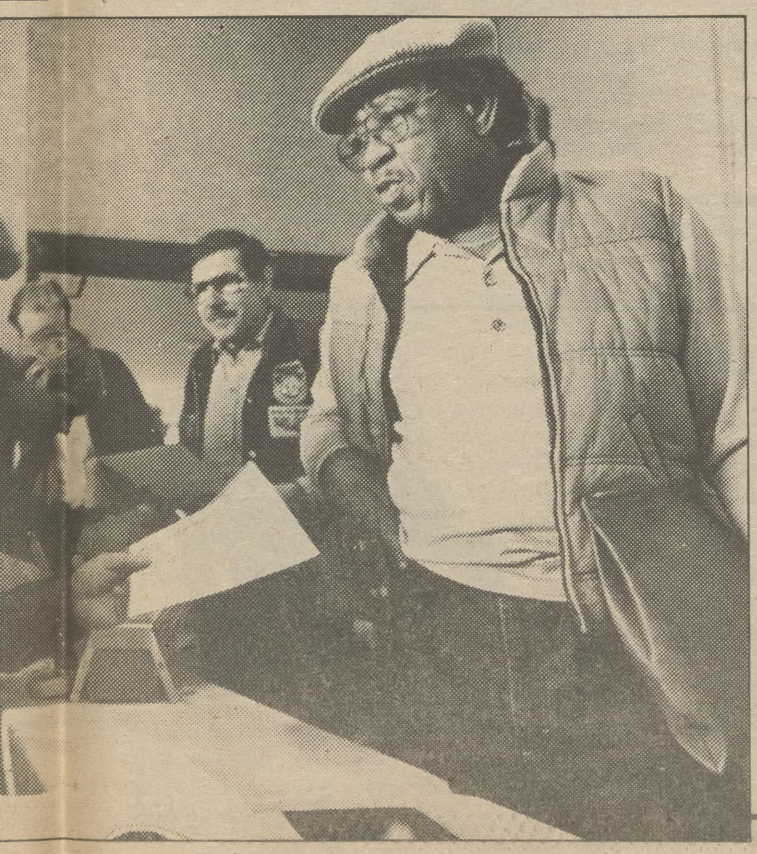
FROM ACROSS THE NATION, rank and file Teamsters came to the Rank & File Convention. Above, Hermann Myers, Sr. from Baltimore Local 557 sings during the opening session. Above left, Jay Perrine, Preston steward in Allentown, Penn. Local 773. And below, Jerry Picardi [center], and Troy Finn [left], members of the Chicago Truck Drivers Union.

Spirits ran high at the 8th Annual TDU Rank and File Convention which took place on October 15 & 16 at the Airport Hilton Hotel in Detroit, Michigan. Some 450 rank and file Teamsters and spouses from across the country came together on the heels of the overwhelming defeat of Jackie Presser's Relief Rider to the NMFA. The spirit of the Convention was one of renewed determination to build TDU and to work even harder in the year ahead for the reforms needed to make the IBT strong again. And in informal discussions, workshops and general sessions, one message clearly emerged: Now more than ever it's time to organize for the Right to Vote for International officers. The Convention set this as a top priority for TDU in the coming year.

As one UPS driver explained, "I wish every union member could have the experience of coming to the TDU Convention. Being here has made me realize that commitment and unity are alive in the Teamsters Union. This is what every union meeting should be like."

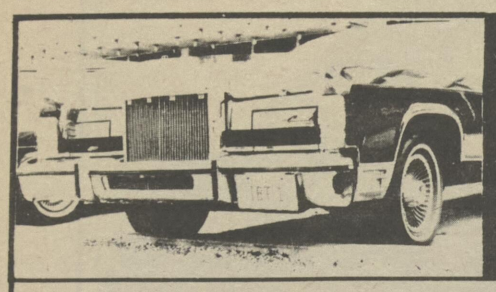
TONI PASS, at left, is a member of Detroit Local 337. She works at National Wholesale Drug and is newly active in the reform movement. This was her first convention.





MEMBERS OF THE LARGE NEW YORK/NEW JERSEY DELEGATION, with TDU Organizer Ken Paff [at left]. In the front row, center, is Local 560 Retiree Nick Kourambis, designer of the TDU emblem. This was his first Convention.

Convoy Dispatch photos by Bob Gumpert except upper far right photo by Jim West.



YOUR DUE$ PAY FOR THI$?

Presser's Uncle Sentenced in 507 'Ghost Employee' Case.

Allen Friedman, Jackie Presser's uncle, was sentenced on November 3 to three years in prison and fined $10,000 for embezzling $165,000 in union funds from Cleveland Local 507. Friedman had been convicted in September of being a "ghost employee" for the local, drawing $1,000 a week for doing no work whatsoever. Earlier, Jack Nardi, son of murdered crime figure John Nardi, was convicted of the same crime.

Jackie Presser, as secretary treasurer of Local 507, signed each and every check for both Nardi and Friedman. Week after week, year after year, he signed paychecks totalling hundreds of thousands of dollars to men who are now convicted "ghosts."

Friedman, upon his sentencing, commented: "Here I am going to jail and here's Jackie Presser and Harold Friedman making $400,000 to $500,000 a year each and they're not indicted. Is the government protecting Jackie Presser?"

Regalo Guilty of Taking Kickbacks.

Angelo Regalo, former Cleveland Local 436 pension and welfare fund trustee, has pleaded guilty to taking kickbacks to influence his handling of the funds. Regalo admitted to soliciting and receiving $3,500 in kickbacks from December, 1979 to January 31, 1980. He also took another kickback of $3,500 in June of 1981.

Another Local 436 official charged in the investigation is David E. Kerr,Jr. He has pleaded not guilty to charges of soliciting and taking $17,169 for influence on the pension and welfare funds. He is also charged with embezzling $23,000 from the fund.

Government Forgets to Jail Teamster Official.

Ten years ago former Teamster official Frank Martinez was convicted on charges of trying to influence a witness. Since then he has been wondering when the government would remember to send him to prison. Finally, this August federal officials realized that he had never been imprisoned with his six co-defendants, and he was called to court to see what would happen to him. "Believe it or not," Martinez said, "I'm glad this came out so everybody knows that I'm not an informant."

Brooklyn Officials Pay Back $160,000 to Funds.

Joseph Barresi and several other Teamster officials have agreed to pay $160,000 to two Brooklyn health and welfare plans to settle a Labor Department suit charging them with violation of federal pension laws. They were charged with violating their fiduciary responsiblities when buying insurance and deposit administration contracts for the plans.

The consent order also removed Barresi as trustee of the Local 918 pension and welfare plans. Republic National Bank was appointed the independent investment manager.

Uphill Battle in N.Y. Local 111

By Arthur Steier
Local 111, New York City

Local 111, Part of the Teamster Communication Division, has a leadership that will do anything to stifle its opposition. Following his election in November, 1979, Local 111 Pres. Dan Kane began a systematic campaign to get rid of all of the opposing slate.

James Botka, who ran against Kane for president, was forced into early retirement in June, 1980 by a new Western Union International (WUI) policy designed to punish only him.

Ozzie Valenziano, opposition candidate for secretary treasurer, was transferred and pressured into retirement. As campaign manager and chief fundraiser, I was set up to be fired after 24 years of service. the arbitrator ignored our evidence and upheld the firing.

When trustee candidate Earl Lucas, a black 111 vice president who broke with the incumbent leadership, was denied promotion and Local 111 did nothing, he charged racial discrimination before the N.Y.C. Commission on Human Rights. He was awarded $27,000 in damages, but the company has appealed the decision.

About this time, concern over lack of representation from Local 111 sparked the formation of a caucus called the WUI Concerned Blacks. Then, in March, 1982, Lucas was set up to be fired after 18 years with the company.

The president of WUI Concerned Blacks, Leighton Williams, was first suspended for six months and then fired. His case went to arbitration but the local's law firm declined to call any witnesses. Two other members of the caucus were also fired, and Local 111 refused to go to arbitration.

These cases have been taken to the NLRB and the courts. The law firm of Hall, Clifton and Schwartz is handling the cases.

What happened in Local 111 is an illustration of how difficult the odds can be when fighting both company and the union, but we are hopeful that the Labor Board and courts will see justice in our cases.

Write Congressional Committee for Action on Anti-Racketeering Bill

The Labor-Management Racketeering Act, passed in June by the Senate, is still stalled in the House Committee on Education and Labor. If passed, the law would make it illegal to keep a union official or management labor-relations person or pension fund officer on the payroll after conviction of certain crimes.

Without public support it is unlikely the bill will ever make it out of Committee. Following is a list of the Education and Labor Committee members. Please call or write them expressing your support of Senate Bill 336. Committee telephone: (202) 225-4527. Address letters to U.S. House of Representatives, House Office Building, Washington, D.C. 20515.

Democrats		Republicans
Carl Perkins, KY, Chairman	Austin Murphy, PA	John Erlenborn, IL
Augustus Hawkins, CA	Ted Weiss, NY	James Jeffords, VT
William Ford, MI	Baltasar Corrada, Puerto Rico	Bill Goodling, PA
Phillip Burton, CA	Dale Kildee, MI	E. Thomas Coleman, MO
Joseph Gaydos, PA	Pat Williams, MT	Thomas Petri, WI
William Clay, MO	Ray Kogovsek,CO	Marge Roukema, NJ
Mario Biaggi, NY	Mathew Martinez,CA	Larry Craig, ID
Ike Andrews, NC	Major R. Owens, NY	Steve Gunderson, WI
Paul Simon, IL	Frank Harrison, PA	Steve Bartlett, TX
George Miller, CA	Rick Boucher, VA	Ronald Packard, CA

Convention Sets New TDU Dues Rates

TDU's membership dues schedule was changed by a vote of the Rank & File Convention on October 15, 1983 as follows:

Basic annual dues will be increased to $25, with $5 of that amount being returned to the local chapter. A new dues option was created, allowing a three-year membership for $60, with $10 returned to the local chapter. Also, Teamsters who gross under $12,000 (low paid members, people on long-term layoff, part-timers, retirees) will pay $15 annually, with $5 of that amount rebated to the local chapter.

For some members this will mean a dues increase of $5, which will go to their local area chapter (unless there is no chapter in the area, then it will go to the national organization to help develop a chapter there).

TDU's last dues increase was in 1980. The expenses of operating a rank & file Teamster organization has gone way up since that time. And the great bulk of TDU's income is from membership dues, as was detailed in the financial reports distributed at the Convention.

In explaining the new proposal, ISC member Cliff Coonley of the St. Louis Local 600 Chapter noted the increased expenses and need for funds. In discussion, TDU Organizer Ken Paff asked members to consider the proposal carefully and called for dissenting speakers to voice their opinions. After the discussion, the vote was overwhelming for the new dues schedule. The vote was taken in accordance with the TDU Constitution.

TDU MEETINGS

BC Yukon Area TDU
Thursday, December 8—7:30 p.m.
Rio Hall, 3325 Kingsway, Vancouver

Buffalo Area TDU
Sunday, December 4—10 a.m.
North Buffalo Community Center
203 Sanders Rd. (just off Calvin Blvd.)

Detroit Metro TDU Chapter Meeting
Sunday, December 4—1 p.m.
Polish Vets Hall, 4963 Martin St.
(1 block N. of Michigan, ½ W. of Livernois)

Chicago Area TDU
Sunday, December 11—1 p.m.
Cezar's Inn, 5001 W. 79th St., Burbank

Long Island TDU
Saturday, November 19,—2 p.m.
Amityville American Legion Hall
(79 Park Ave., Amityville)

N.Y. Grievance and Contracts Educational
Saturday, December 10—3-6 p.m.
Center for Labor Studies
330 W. 42nd St., New York, NY

Sacramento Teamsters
Saturday, December 3—9:30 a.m.
Torey's Restaurant
1638 W. Capitol Ave., W. Sacramento

Sacramento Teamsters
For more info on Sacramento TDU contact:
Sacramento TDU
P.O. Box 163477
Sacramento, CA 95816

Seattle Area TDU
Saturday, December 10—10 a.m.
Nisei Veteran's Hall
1212 S. King St., Seattle

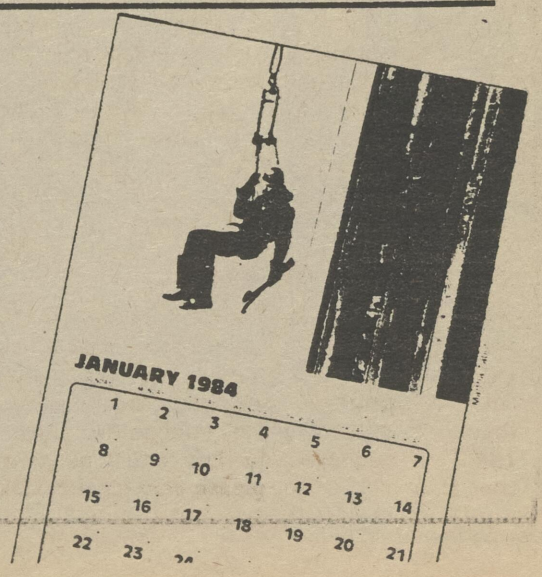
Stockton TDU
Meeting on Local Elections
Wednesday, November 30—6:30 p.m.
St. Gertrude's Church in Stockton
for more information call 948-3266

Watsonville TDU
Sunday, November 20—5 p.m.
Clinica de la Raza
Watsonville

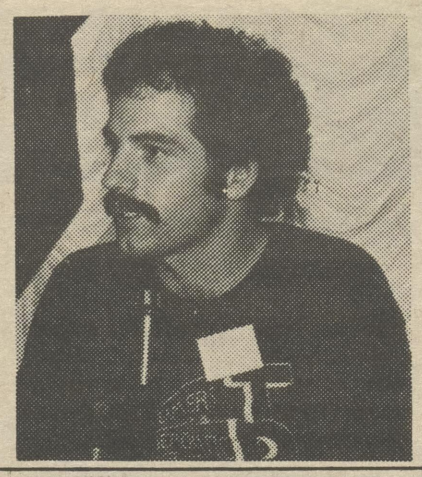
1984 Labor Calendar Now Available

TDU members know that being a union activist is a year-round activity. In 1984 you can remind yourself each day of your connection to the labor movement with a new calendar produced by *Labor Notes*. *Labor Notes* is a monthly newsletter covering developments in the labor movement.

The calendar features the work of award-winning labor photographers. Single copies are $4 each, plus $1 for shipping. Five or more are $3 each, plus 40¢ each for shipping. They can be ordered from *Labor Notes*, P.O. Box 20001, Detroit, Michigan 48220.



UPS Driver Wins Election



In October, Dan Campbell, long-time union activist and TDUer won election to the position of Recording Secretary of Local 486 in Saginaw, Mich. Campbell got 944 votes to 688 for the incumbent. He ran as part of an opposition slate headed by former Business Agent Jim Bolen. The slate won six of seven positions.

National UPS Meeting

Over 50 UPS Teamsters from all across the country met on October 15 and 16 at the TDU Convention. During the weekend three meetings took place to discuss ongoing problems at UPS, how to keep expanding the TDU/UPS network, and how to prepare for the 1985 contract.

A number of projects were kicked off, including an increased push to reach part-time people, a study of strike fund alternatives, and a commitment to build a large UPS turnout at the national meeting next year at the TDU Convention in Chicago. It was also decided to do more of the highly successful Regional UPS Educational Conferences, and do a survey on contract demands later next year.

All of the UPS people present took a very active role in other Convention activities, leading and participating in workshops, and running for the TDU International Steering Committee. Three UPS members were elected to the committee this year.

Hot Cargo

News of UPS Workers

UPS Forced to Pay Night Differential.

Last April William Jones, Oakland part-timer and Local 70 steward, noticed that UPS was not paying the 35c night differential as provided in the contract. When BA Bob McAllister took the grievance to the local level, UPS said they wouldn't pay it because they weren't paying it anywhere. McAllister amended the grievance to cover all affected Teamsters and it was deadlocked at the Conference level.

The National Grievance Committee has now decided in favor of Local 70 and ordered UPS to immediately pay the differential to every night part-timer. They were also ordered to pay it for 45 days retroactive. If your contract provides for night differential and you aren't getting it, contact your local or TDU immediately.

70 Pound Weight Limit Grievance Deadlocked.

A grievance filed by UPS Teamsters in Des Moines, Iowa on the 70 lb. weight limit has been deadlocked at the state grievance panel. The grievance cites Article 6, Section 3, of the UPS Master Contract, and also Article 4 of the Central States Supplement. It argues that either a wage increase should be negotiated, other production standards lowered, or the limit should be brought back down to 50 pounds.

Fulltime Inside Jobs Filled in Washington, D.C.

Over the past couple of years 16 fulltime jobs were left unfilled by management at the Washington, D.C. hub. These jobs were lost through people moving to feeder and package routes, and other attrition. Who was doing the work to make up the difference? It is unclear, but some part-timers had been working 8 hours consistently—in one case for 45 days.

One part-timer filed a grievance arguing that because he had worked over the 30 day limit for new jobs, he should be allowed to go fulltime permanently. While this grievance was turned down, the union reportedly took action on the 16 vacancies at this time, and management has agreed that they will be filled by part-timers in seniority order.

So Much for Seniority.

St. Louis part-timers are filing grievances from every direction over management's policy of not having people punch out by seniority. The new policy is cutting the hours of higher seniority people, allowing new and lower seniority people to work later. Of the several grievances being filed one of them will argue that the reduction of hours will cut many people below the 1,000 hour minimum for their yearly pension credit. Is this happening at your center or hub? If so, please contact the TDU office.

Wages Frozen, COLA Diverted

UPS Profits Rise 32%

ITEM	1983	1982
Delivery Income	2,793,446,000	2,463,692,000
Operating Expenses	2,478,542,000	2,249,559,000
Operating Profit	314,904,000	214,133,000
Profit Before Taxes	351,232,000	268,610,000
Net Profit After Taxes	195,682,000	147,981,000
Profit Per Share	1.16	.88
Additions To Property, Plant and Equipment	65,160,000	113,034,000

While wages for UPS Teamsters have been frozen, and the COLA diverted into the health and welfare funds, UPS profits have risen 32% over last year. For the first six months of 1983 profits rose by roughly $48 million over the first six months of 1982, to $195.7 million. During the same period delivery volume increased by 9%, and there was a 13% increase in delivery income.

All information in the chart is based on the 1983 quarterly report, form 10-Q, filed with the U.S. Securities and Exchange Commission. A complete copy of the SEC report is available through TDU for $1.00 copying and postage.

Part-time Drivers Could Be Just Around the Corner at UPS

UPS is asking the Union's International Negotiating Committee for "relief" to accomodate problems they say they will encounter in the next phase of the Next Day Air operation. Part-time drivers are the kind of "relief" they seem to be looking for.

On November 2, the International Union sent a Titan message to locals denying that any relief had been granted yet. But they did acknowledge that the Union Caucus did tell the company to do "whatever they needed to do to institute service..." on a temporary basis. Both sides agreed to meet again to "determine the unique needs of the new operations."

In a situatiion reminiscent of the last contract negotiations, neither the company or the union are letting any information leak out. There has been no report on what occurred at the meeting on the 10th.

UPS clearly has no intention of waiting until these "negotiations" are finished to go for the relief they want. They have even gone so far as to advertise this union-busting operation. For example, flyers have appeared in fire stations in Tampa, Fla. advertising part-time driving jobs paying $7 an hour and 20c per mile to use your own car to deliver packages.

A similar deal was proposed to New England officials, who turned the request down.

Also, in direct violation of the contract, UPS has hired part-time drivers at the $8 rate in some areas. Some locals have been successful in stopping it, and others are presently filing grievances.

Many drivers are also too well aware of the problems that Next Day Air has already caused. Routes have been changed, start times moved around, and supervisors are often delivering packages when planes are late or other "emergencies" occur.

Members and locals we have talked to are astonished that the International Union is even discussing relief with a company that continues to break profit records, and which has shown no willingness to adopt a give-and-take attitude, only take. We will update this report next month.

Don't Get Caught Without It —

The UPS Rank and File Daily Logbook

Keep the record straight with the charts in this durable, spiral-bound notebook. Different books for package car, feeder drivers and inside employees help you keep track of all the details that affect your job at UPS.

Write better grievances, and be prepared with the facts at grievance hearings. Each book lasts three months and provides ample room for your own notes.

The Daily Logbook costs $2.50. ($2.00 for 5 or more copies.)

I would like _____ copies for package car, _____ copies for feeder drivers, _____ copies for inside employees.

Send your order to: TDU, Box 10128, Detroit, MI 48210.

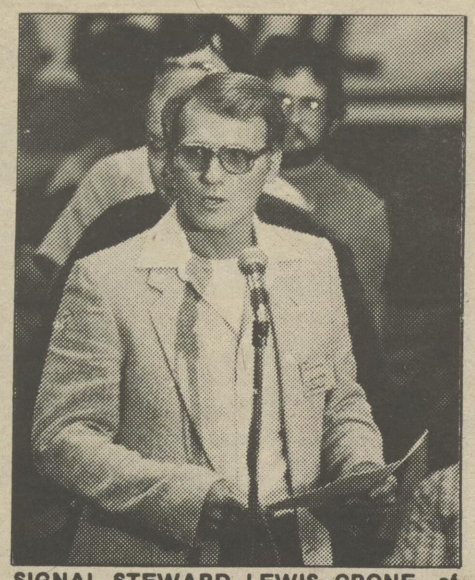
Signal Drivers Hold First Nat'l Meeting, Aim for Unity

The first national meeting of Signal Delivery Teamsters was held on October 15 in Detroit in conjunction with the TDU Rank and File Convention. Over 40 representatives, including a number of stewards, were present.

Represented were Cleveland Local 407, Toledo Local 20, Mansfield, Ohio Local 40 and Michigan Local 7. Also attending were members from Chicago Local 710, Evansville, Ind. Local 215 and Jacksonville, Florida Local 512. Many others wanted to attend but could not make it, and more have indicated interest since the meeting.

In addition, three labor attorneys attended to listen and serve as consultants. They plan to serve as advisors in the future as problems arise.

Because it was a first meeting there was a need to exchange a lot of information about experiences and problems. Dan Charleston of Chicago proposed that an effective means of communication was needed like a newsletter. He also emphasized the need for a coordinating committee made up of representatives from all of the different areas. All present agreed that these proposals would be a positive step forward.



Convoy-Dispatch photo by Bob Gumpert

SIGNAL STEWARD LEWIS CRONE, of Florida Local 512, addresses Convention.

The goals of this network of Signal employees are to preserve jobs and the contract through mutual cooperation, education of the membership, and a strong defense of all legal rights.

Another sentiment expressed at the meeting was the need to reach out and get more input from **all** Signal divisions and from other Leaseway Teamsters doing similar work.

If you are interested, get in touch with the Signal Network today through the TDU office. The job you save just might be yours.

Vroman's Workers Strike Against Union–Busting

It's bad enough when a company demands that its employees take a wage cut. But Vroman's Foods, a Toledo, Ohio company which employs 108 members of Local 361, has added a vicious, discriminatory twist to the usual demand for wage concessions.

The company wants its female employees to bear the brunt of the concessions demand, and take a wage cut nearly three times as steep as their male co-workers. The company wants 30% from the women and an 11% cut from the men. And on top of that, Vroman's wants to do away with the union shop clause and include a sweeping management rights clause that would sharply limit the worker's rights.

Workers in Vroman's production and packaging department are classified into two categories. Class A employees are the bakery, cold storage, production, sanitation and set-up workers, and they are almost exclusively male. Class B employees are in the packaging department and are exclusively female.

The company has proposed that Class A wages be cut from $9.25 to $8.20, while Class B employees wages are to be slashed from $8.74 to $6.00 an hour. Furthermore, the company wants to divert 19c an hour of the reduced wages into the new Health and Welfare plan.

"We're all union members and the company is trying to divide us up by playing the men against the women," said Frank Shaffer, a Class A employee. "No one wants to take a wage cut, but if we have to, let it be across the board, equal for everyone. So far, we're hanging tough. The way I feel is that either we all swim together or we'll all sink together."

The workers are very concerned about the company's apparent intention to bust the union. Throughout negotiations, the company made noises about selling the firm. But the proposed contract contains no successor clause to protect the worker's rights in the event of a sale.

Packager Kathy Dyer said, "We're afraid that Vroman's will sell out and we'll be left with no union and no rights. They want to take away our union shop. It's really unbelievable what the company thinks they can get away with."

Vroman's is playing hard ball in the strike. Scabs have been used to empty out the warehouse. The company's hired security force has been harassing picketers and one striker was hit by a truck breaking through the picketline. Fortunately, there have been no serious injuries. But Vroman's is planning to begin production soon with a scab workforce reportedly being paid $1 more than the company's last offer to its female employees.

The strikers plan to put the issues of this strike out to the public," said Janice Many. "We know Toledo is a strong union town and we need support not only from our local and other Teamsters, but from all good union people. We plan to win, because if they can bust the Teamsters union here, they'll sure try to bust someone else's union."

Signal News

Evansville and Fort Smith Vote No on Concessions.

On October 16 the Evansville, Ind. Signal drivers again said "no" to more takeaways, by a vote of 43-10. The proposed takeaways were 2c per mile, $1.15 per hour, and maintain a red circle of 69 employees with no provision to move anyone up through attrition. Employees were also asked to give up back pay owed from February 17 thru June 12, 1983 for grievances on previous takeaways.

A detailed flyer explaining the situation was prepared by the Evansville drivers and distributed prior to the vote.

On November 7 a similar vote was taken at Ft. Smith, Arkansas and rejected by a vote of 10-1. One Ft. Smith driver pointed out that "they put two men down here for a week to try and get this through. If they would spend as much working for the company as they do working against us, we'd all be a lot better off."

Management Says "Thanks" for the Deal.

An interesting letter has come to light, dated October 6, 1982, from Stephen Bridge of MCLAC (Signal's labor consultant) to the Ohio Conference people thanking them for their cooperation in allowing the sleeper operation, under a version of the Iron and Steel Rider. The letter went to Presser, Collinson, Suckart and also Locals 20 and 40 in Ohio.

Interestingly, the drivers under this rider even get a substandard pension plan, as the letter notes. It also notes that "there would be no diversion of work to the new division." Yet existing work for Whirlpool has been diverted to the sleeper operations, as many drivers know.

Meanwhile, it is reported that a new meeting has just been held with Toledo Local 20 officials (covering the Clyde and Findlay operations) to call for more deals to divert work from drivers in Ohio, St. Joe, Ft. Smith, etc. Local 20 held a union meeting in late October where they stated a goal of protecting work from being diverted in this way.

Got Your Contract?

At the first national Signal meeting it was revealed that very few drivers have even seen a copy of their contract. Many have been told that no contract has been signed! We do have copies of the Signal master freight contract, the Iron and Steel Rider, and the Southern Division Contract (covering Greensboro, Memphis, Jacksonville and Atlanta).

You have a legal right to your contract! Not only that, you have a right to copies of all supplements, riders, letters of understanding, etc. signed between the local union and the employer. If you have trouble receiving these from your local union, let us know and we will help.

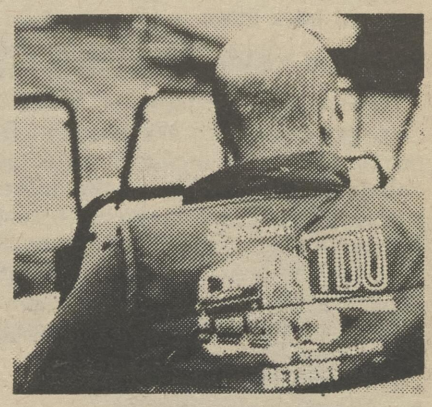
Suit Filed in Columbus.

Signal drivers in Columbus Local 413 filed suit to attempt to regain COL moneys lost on all overtime work (49.5c per hour on all overtime work was lost when the COL money of April 1, 1983 was diverted to the Health and Welfare funds). It's a long shot, but good luck to these drivers who are fighting for all Teamsters.

How to Show Your Colors and Stay Warm at the Same Time:

Order a TDU Jacket or Vest Today!

Lined Jackets $22.00
Vests $22.00
Unlined Jackets $17.00
Sizes: XL, L, M, S. (Larger sizes available at slightly higher prices.)



I am enclosing $_____ for:

_____(no.) _____(size) Lined Jackets

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_____(no.) _____(size) Unlined Jackets

Name _____ Local_____

Address _____

City_____ State_____ Zip_____

Company _____ Phone_____

Mail to: TDU, P.O. Box 10128, Detroit, Michigan 48210

Local 435 Rank & File Defeat Bad Bylaws

In what one Denver Teamster called the best union meeting they have had in a long time, restrictive bylaws changes proposed by Local 435 Sec.-Treas. Jim Ivey were soundly defeated on November 13. Ivey had tried to sneak the changes in at the last union meeting, but members forced him to table the proposal for 30 days so that all members could be notified.

In the meantime, TDU members publicized the proposed changes in their local newsletter, alerting members that most of the changes would drastically restrict members rights.

TDU member Linda Gregg explained that "after negotiating some of the worst grocery contracts in history, Ivey and the other officials realized that the next election was going to be more difficult."

Many of the changes would have increased the incumbents' power, giving them a better chance in the 1984 elections. For example, one change would have made it more difficult for members to be eligible to run for office. Other changes raised the number of members required to hold meetings, and reduced the times during the year when bylaws changes could be made to only January. Ivey also proposed that members no longer have the right to vote on increases in officers' benefits.

For years, Local 435 members have been trying to improve their local bylaws, and in 1979 were able to vote in a number of positive changes. At that time, Ivey refused to send them in to the International for approval. Faced with strong membership opposition, this time Ivey was clearly unable to defend his own proposals and tried to argue that this was merely a long-overdue update to the bylaws.

The members didn't buy it, and they were voted down by a margin of 64-19. As one member put it, Ivey soon "realized that we had gotten the vote out."

Fear and Employers' Help Equal Job Security for Holmes

On November 3, Central Conference director Bobby Holmes got himself re-elected as president of Detroit Local 337, a position he has held for 22 years. He beat TDU member Jerry Bliss, the incumbent secretary-treasurer of 337, though the final margin in the election is not known.

Holmes has refused to allow approximately 500 paper ballots to be counted since he led by some 600 votes on the voting machine count (59% of the machine vote).

The real news is how Holmes did it, and just what it takes to overcome the money and power of a man like Holmes. Observers could plainly see his support inside the 11,000 member local was down. Former Holmes strongholds like the big Kroger warehouse were now openly for Bliss and the Rank & File Slate, while Holmes supporters were less visible than in any previous election.

Holmes' Best Friend: The Employers

But Holmes had a few strengths of his own. First of all, he had some good allies: the employers. That's right, the employers. Not only did many employers discriminate in various ways, such as allowing Holmes' business agents freedom to campaign in the warehouses while threatening Bliss campaigners with arrest for trespass, but the biggest employer aid came on election day.

The companies cooperated fully with a well-targeted Holmes busing program, where prior arrangements were quietly made with selected employers to pick up their employees, whip them up against Bliss and TDU on the bus ride to the polls, deliver them at the door of the union hall far away from Bliss supporters, give them refreshments after voting, and then return them to work—all on paid work time.

Thus Holmes had a captive vote at certain shops, his strongholds, where the employers could help him deliver a 100% voter turnout. In the end, only 24% of the membership voted for him, but Holmes knew that would be enough to win...if he could make sure most of the members never got a chance to vote. By keeping the voter turnout low, the targeted busing campaign could be most effective.

So this was his second trick, control of the election rules. Last election there were four days to vote, and 5540 members did vote. This time there was only a day and a half, on work days, and only about 4200 members voted, even though the election was well publicized and interest had grown.

Take the example of the Pepsi bottling plant in Howell, Michigan, where Rank & File Slate member Frank Savage works. It is a 112-mile round trip from the plant to the polls, yet 30 members there who requested absentee ballots were all denied.

Another element in keeping the turnout down was intimidation. During the last election there had been considerable violence at the hall, all aimed at the Rank & File Slate supporters. This time Holmes said the election would be like a "church picnic." He didn't say what would happen if there was any sign of rank and file initiative. That's when the "picnic" cover was torn away to reveal the intimidation under the surface.

Teamsters at Prince Macaroni knew Holmes had no plans to bus them to the polls because most of them planned to vote for Bliss. So totally on their own they rented a bus from a local charity and charged each employee $2 to ride to the polls. When they arrived, the Holmes forces (officers from other locals, paid cronies, etc.) at the union hall went wild. They screamed at the members, broke windows on the bus, and threatened the driver.

Holmes' Employer Tactics

Intimidation isn't the only kind of fear that Holmes played on. He knew that the depression hitting Michigan hadn't lifted yet, and he played on it in the same way an employer resisting unionization would. What is the first thing an employer says when unions try to organize? "The shop will close and you'll lose your job." That was the content of Holmes' campaign literature in a nutshell. No accomplishments, no promises, just fear.

Holmes has continually used the union's resources for his own political purposes, and continued to do so during the campaign. BAs campaigning on union time, use of the union hall, etc. are common abuses in election campaigns. Holmes went further by hiring Richard Leebove of the "U.S. Labor Party" to put out campaign material on the union tab. Bliss filed suit in federal court, and in October he won when the Federal Circuit Court of Appeals found that Holmes had indeed used the union's newspaper as a campaign sheet to promote himself and attack Bliss. The court ordered Holmes to send out Bliss's own literature with the October issue of the local's newspaper to partially correct the abuse.

The candidates and campaigners for the Rank & File Slate saw clear evidence that their support in the local has risen, and Holmes was forced to rely on limiting the voting in order to win. So despite all the employer aid, illegal tactics and enormous advantages that Holmes could muster, the Rank & File Slate is far from discouraged. They have filed extensive and well-documented election protests, to try and gain a re-run of the election without any of the dirty tricks. They fell short this time in overcoming all of Holmes' advantages, but they know what it takes and are determined to build the movement that will do it.

Convoy-Dispatch photo by Bob Gumpert

A 'LOYAL AMERICAN'? This is BLAST's idea of the 'The American Way.' Perhaps they never heard of Freedom of Speech. And they accuse TDU of being like the Russians...

BLAST Squad Flops at TDU Convention

"BLAST," Jackie Presser's bought-and-paid-for gang of Teamster officials and members showed up at the recent TDU Convention to try and disrupt things. They had announced that "thousands of members" would come to picket the Convention, but only 150 actually came.

Among them were well paid officials from such affiliates as Local 20, Local 337, Local 247, Local 413, Local 299, Local 164 and Joint Council 43. In all, perhaps 50 of the 150 were on the union payroll. The others were bused there using union resources.

Leaders of the pack included Larry "Boom-boom" McHenry, a thug who works for Local 299. Also present was Richard Leebove, the "U.S. Labor Party" Teamster specialist who is presently on Local 337's payroll. Before working for Bobby Holmes, Leebove worked in Chicago full-time calling Chicago's former Mayor, Jane Byrne, a pinko and in the pay of the Rockefellers. Roby Smith, convicted in 1979 of taking payoffs from employers and now employed by Joint Council 43, was also on hand. This certainly is a nice batch of "Loyal Teamsters and Strong Americans"—which Blast claims to be!

Blast spokesman, Jim Reese, was quoted in the press as saying that Jackie Presser is "absolutely one of the greatest presidents we have ever had." The Blast press release, written by Richard Leebove, stated that TDU is a "communist goon squad."

Unfortunately for Presser, the whole thing flopped. The Romulus, Michigan police, after a slight delay, cleared Blast from the area. Those present at the Convention then went about the important business of planning to build on the victory on the Relief Rider to win the right to vote for Teamster president and international officers.

Yardmen Are Losers in Hadley Auto Transport Move to Local 490

By Jim Jordan
Local 490
Benicia, California

Recently, Hadley Auto Transport moved their facility from the jurisdiction of Local 287 to the jurisdiction of Local 490, Benicia, Calif. Despite assurances to the contrary, members now find themselves working under substandard conditions in the yard.

Yardmen now work weekends for straight time, since Sec.-Treas. Casey Sawyer, purported to be a tough, militant former warehouseman, agreed to this form of contract relief! Hadley is reported to be one of the best run and most profitable carhaul companies in the country.

Moreover, Sawyer just fired Ward Allen, one of the West Coast's best organizers, since Allen reportedly "didn't fit into Sawyer's plans, and he had lost confidence in him." Since Allen almost singlehandedly increased 490's membership from 1800 to 2100 during the last two years, how can this be?

While not a TDU member, Allen has been aggressive, and during his tenure as the carhaul agent in 490 always went out of his way to represent members fully and fairly. Another case of the "Presser Sellout" right here in Local 490.

Rank and File Convention calls for

Right to Vote

On October 16, the TDU Rank & File Convention voted to make the "number one priority" of TDU a long-term drive to win the Right to Vote for International officers, including General President.

The issue has always been part of the TDU Bill of Rights, but the 88% rejection of Presser's concessionary relief rider in September brought it to the forefront. TDU Organizer Ken Paff reported at the Convention that "literally hundreds of members have called and written us asking that we do something, anything possible, to win the right to vote for Teamster President."

Following a report by TDU Co-Chairman Doug Allan of Los Angeles Local 208, the Convention voted to take steps to "educate the members on the issue and build membership support, take the issue into our locals, and aim to win the Right to Vote at the next IBT Convention. The Steering Committee is directed to develop specific plans and also consider legal possibilities."

Most Important Issue

The issue came up at the Freight and Cartage meeting at the Convention and also during a workshop on the Presser Presidency. Earlier, attorney Arthur Fox presented a report on various avenues of action to the TDU Steering Committee in preparation for the campaign to win the Right to Vote.

Convoy-Dispatch photo by Jim West

TDU CO-CHAIRMAN DOUG ALLAN TELLS THE MEDIA why Teamsters must have the 'Right to Vote' on top officers. Convention set this campaign as major TDU priority in '84.

In many other unions, such as the United Mineworkers, the Steelworkers and the International Association of Machinists, the president is elected by direct rank and file vote. Most others have a special election for delegates prior to a Convention, so slates can be pledged to one candidate. Among major unions, the IBT has a virtually unique system of the officers serving as delegates.

"This is the most important issue facing the Teamster rank and file today," Allan told **Convoy-Dispatch**. "An elected President would never have proposed something as outrageous as the Relief Rider because he knew he could never go before the members to defend it. Presser has never stood for election before the rank and file in his life. But it's not just Presser. We're supposed to live in a democratic country, and yet we can't even vote for our own top union officials. The rank and file must get together to fight for this basic right."

"Teamsters Need the Right to Vote — DUMP PRESSER." That's the slogan of these new buttons that were so popular at the TDU Convention.

They're just the right item to wear at union meetings where you might face a "relief" rider — or any time you want to show where you stand on our right to elect our officers.

Prices: $1 for 1, 50¢ each for 10 or more, 35¢ each for 50 or more. Mail your order to TDU, P.O. Box 10128, Detroit, Michigan 48210.

Rank & File Election Victory in Big California Cannery Local

In a vote that has the potential to affect most of California's nearly 100,000 food industry Teamsters, the membership of Modesto Local 748 gave a landslide victory last month to Rank and File Candidate Luis Bustamontes and his entire slate.

Local 748 is the largest food processing local anywhere, with a peak season membership of over 18,000. It made national headlines last June when the FBI raided the local because of allegations that huge amounts of money had been embezzled and used for cocaine, a Cadillac, and a new swimming pool in the shape of the Teamster's horsehead emblem.

Local 748 Sec.-Treas. Bobby Britt had barely clung to his job over the last years in a series of what are generally acknowledged to have been increasingly crooked elections. Bustamontes had been the chief opposition to Britt during this period, and to many members he came to symbolize the fight against corruption.

Britt was stubborn and arrogant to the last. Even after he had resigned his post in the face of the mounting scandal, and the new election had been ordered by the International, he had the gall to have himself nominated for secretary-treasurer. This embarrassed the International so much that they expelled him from the union.

Luis Bustamontes emerged the clear winner in a crowded field of eight secretary-treasurer candidates (not counting Britt), but he definitely has some hard tasks ahead. The local faces serious problems and Bustamontes will have to come up with some solid solutions that go beyond just ousting corruption and putting the local on firm fiscal footing.

Modesto is the key local in the giant California Processors, Inc. (CPI) Master Contract, and that contract is in trouble right now, plagued by a string of bankruptcies and closures. When the contract comes up for negotiation a year from now, Bustamontes will have to be prepared to give some of the leadership that so far has been sadly lacking, particularly in the areas of fighting concessions and negotiating protection from plant closures.

Bustamontes has a mandate from the members of his local, who are now eagerly waiting to see what he does with it.

Slater Speech

(continued from page 1)

think that I have been unduly harsh on Mr. Presser, so in the interest of fairness, I would like to give him the opportunity to prove me wrong. If he truly has the best interest of the rank and file in his heart, we ask that he do only one thing, and that is to appoint a committee to rewrite the International Constitution so that it will give to the rank and file that which all organizations must have in order to be called democratic—give us the right to elect all the officers who govern us.

In closing, let me say that we know that things at the moment look very bleak for labor unions. We know that the employers smell blood, and like the sharks they are, they are out for the kill. But we also know that the rank and file is beginning to stir. We saw that in the vote in the Presser National Master Freight Proposal. We know thaf a lot of people who, a few short months ago, were calling us Commie Nuts, are now asking for our help.

As bleak as it looks, there are **some** positive signs. Now is not the time to give up or get down; now is the time to stand firm and keep the faith; now is the time to sharpen your evangelistic tools, and go forth and spread the one real truth—that the only real source of strength and justice, the only real guarantee that our grievances will be addressed, is to join and actively participate in our unions.

It is always darkest just before the dawn. We feel strongly that if we have unity of purpose, and faith in the honesty and integrity of the working class, that in the end, the victory will be ours!

WHY ME?

- Because you could have been one of the 150 Kroger Bakery Teamsters who needed help. . . to finally win their pensions in 1983.
- Because you could have been a freight Teamster who needed help in defeating the Relief Rider.
- Because you could have been a driver fired for enforcing your safety rights, now eligible for relief under OSHA Section 405, passed into law this year with TDU's intiative.
- And because even if you were none of these, you know you could have been. And most of all, because TDU needs your help **right now** to survive, to expand, and to win new victories in 1984 like these in 1983. Now is the time to guarantee a vigorous and growing Teamster movement for the coming year.

Yes, I Will Help

_____ I pledge $100 in 4 or 10 (circle one) monthly contributions. Please send me a reminder each month.

_____ Enclosed in my donation of:
☐ $100 ☐ $50 ☐ $25 ☐ $10 ☐ _____.

☐ My name may be listed as a donor. ☐ I wish to remain anonymous.

Make your checks payable to:
Teamsters for a Democratic Union (TDU), Box 10128, Detroit, MI 48210.

_____ I am making my check payable to the Teamster Rank and File Education and Legal Defense Foundation (TRF), established to protect the rights of Teamsters. Donations to TRF are tax deductible. Mail to TRF, Box 10103, Detroit, MI 48210.